



November  
2017



OCEAN'S **THREE**

Starring  
Iain Rigby | Kris Middleton | Brian Wilson

*moray*  
council



Frances Garrow, Acting Joint Head of HR & ICT

## Dear Colleagues

This last year has been a bit of a whirlwind; I became Organisational Development Manager in September 2016, followed by Acting Joint Head of HR & ICT in July this year – providing me oversight of HR.

As you can imagine, the day-to-day business of supporting 4,500 employees means our HR teams are kept busy. Our HR admin team is the central hub for processing all employee and contractual documentation for new starts and changes like different hours or locations, administering the family friendly policies such as maternity, parental and shared leave, and processing terminations.

Advice and support comes within the remit of our operational HR teams and this includes advising managers on how to manage change – from a small change affecting one or two individuals, to service re-structures, absence, performance, grievances, disciplinary issues as well as situations involving interpersonal or team dynamics.

Our health and safety team provide expert advice and conduct action planning, investigation of accidents (few and far between) as well as workplace experience and fire risk assessments.

Finally, the organisational development service consists of three teams. Two of these are responsible for the training, learning and development of the workforce – including professional registration for hundreds of our social care and social work employees – and the workforce policy and strategy team (aka: projects team) who're responsible for employee engagement and communication, workforce culture, policy review and development work.

Hopefully most of you will be familiar with at least some of the work from this team such as the recent employee survey, conferences, STAR Awards and Bright Ideas. In fact, one of our recent collaborations with ICT – interchange – has just celebrated its first birthday.

Looking ahead, it's going to be a busy time. As well as 'business as usual', we're supporting new initiatives and areas of work such as the early years' expansion and its recruitment drive, development of apprentices and supporting large numbers of our social care workforce to achieve essential SVQ requirements.

One of our major areas of focus is trying to make sure there's a positive culture in the council, that people enjoy coming to work and can manage their personal commitments and maintain a work-life balance.

For me this means getting out on Joppa as much as I can. Joppa is Findhorn Coastal Rowing Club's 22ft St Ayles skiff and we row every weekend in Findhorn Bay and out into the Moray Firth, weather permitting. There's nothing like being part of a team, out on the water, often accompanied by seals and birds, to blow away any stresses and strains and help recharge my batteries for the coming week.

Frances

## EDITORIAL

Welcome to your November *Connect*.

Since 1996 we've been the only Scottish council to own a dredger. It's used to keep our harbours clean and those of other authorities around the coast. We invested £2.4m in a new vessel last year, and this month's main story sees us get an insight into what it takes to operate it.

It's reassuring to read about the huge level of experience and expertise Brian, Kris and Iain bring to the Selkie – we're lucky to have them.

Lots going on elsewhere in your magazine this month, but I would encourage you to have a look at the winter alerts piece on [page 11](#). Keeping tabs on the weather and what our roads maintenance teams are up to could help you plan a safer journey to work when the white stuff starts to fall and the weather's freezing.

## TEAM CONNECT

Peter Jones  
COMMUNICATIONS OFFICER

Sharon Dunbar  
MEDIA & COMMUNICATIONS OFFICER

Angus McNicholl  
DESIGNER





# OCEAN'S THREE

Is there a better way to spend a mild, sunny October day than out on the Moray Firth? We couldn't think of one, so when *Connect* was offered the chance to see the MV Selkie – our new dredger – in action, we jumped at the chance.

MV Selkie, named by local schoolkids and adorned inside with their artwork, is berthed at Buckie harbour and that's where we boarded to meet the crew: Brian, Kris and Iain.

Like many staff working for the council, these guys don't have your average 9-5 job. The work they carry out, dredging spoil from harbours to allow easier access for vessels of all shapes and sizes, is dependent on so many factors that it's hard to properly predict where they'll be and when.

"Now I live here, I have to pinch myself every morning when I wake up in my house and can see the sea."



Brian Wilson, Skipper





*"It's a different challenge for me than working offshore and it's great to be a part of something."*



Kris Middleton, Excavator Operator

*"We have to consider things like the weather and the tides, for example we take advantage of the am and pm tides, and fit our work around it," says skipper, Brian Wilson. "We could finish dredging at 11pm and be at it again at 7am the next morning – it can knock your body clock out of sync."*

Brian's been the skipper of the Selkie since she was brought into service in April 2016 and brings decades of experience on the water, having been Chief Officer on super trawlers travelling all over the world including Norway, Russia, Iceland and Canada.

He's been Captain of a large survey vessel with 47 crew, exploring for oil and gas deposits worldwide, and also berthing master at the Port of Immingham – the largest cargo port in the UK – where more than a million tonnes of cargo goes through the port each week.

But it was back home in Grimsby, while taking a year out, that he saw an advert for joining the crew of the Selkie.

*"I had always fancied being on a smaller service boat. I saw this advertised and decided I would go for it because I knew I had the skills."*

*"I'd been up here before, both for work and holidays and now I live here, I have to pinch myself every morning when I wake up in my house in Findochty and can see the sea."*

Back to the business of the Selkie though, and it's Kris who takes the helm of the 36T digger. There are four differently-sized buckets, capable of digging out between 0.75T and 2T of spoil in each scoop. The hopper – where the spoil goes before being dumped – holds an impressive 300T and takes two hours to fill, and 50 minutes to empty.





*"The working relationship that we have is really important to me because I rely on them as much as they do me."*



Iain Rigby, Chief Engineer

The size of the Selkie allows her to service smaller harbours, which means Kris is under pressure as he works in narrow spaces.

*"There really is no margin for error in smaller harbours; pontoons and quaysides can make it really tricky. You just have to take it tentatively but there is a system installed which, if you get too close to the wheelhouse or other parts of the vessel, automatically shuts down the digger so there's no risk of damage to the boat or danger to the crew."*

Kris is dad to three kids with wife Stacey, Jack (6), Kali (4) and Abby (2), and realises that he's got a job that most small children would dream of.

*"We quite often see kids on the quayside and we'll give them a wave," he says, "it makes their day."*

Before joining the Selkie, he worked in the offshore industry for over 15 years but now loves life on board the dredger.

*"It's a different challenge for me than working offshore and it's great to be part of something new."*

Alongside his day job, he's going to be studying at the Maritime Academy in Peterhead for his Officer of the Watch qualification, known in the industry as 'mate's ticket'.

Both Brian and Iain already have this qualification through their previous jobs; Iain's also worked offshore, but is now Chief Engineer on the Selkie.

He's Buckie born and bred and is the newest addition



to the crew, having joined in May this year. Iain's responsible for, in his own words, "everything mechanical on board". No pressure! But he says he thrives on the responsibility and cites it as the highlight of his job.

*"It's fine to be back on the sea," he adds, having previously spent 13 years on fishing boats, "it's a massive difference, but we have a good craic and we get on so well. The working relationship that we have is really important to me because I rely on them as much as they do me."*

If there's no digging taking place he's doing his daily checks of equipment, scheduling maintenance and carrying out repairs. But if Kris is in the cab then he's in the wheelhouse with Brian, watching and on hand to help if needed.

He qualified at 18 as an engineer, before studying at the former Banff and Buchan College in Fraserburgh to become a skipper.

Outside work, when he's not spending time with his kids Alina (13) and Taylor (5), he's getting stuck into an old hobby – stock car racing.

*"I was really into it when I was a teenager and I'm finally getting back into it."*

Although there's strictly no room for stock cars on the Selkie, there is some space for the guys to enjoy some down time. If they're away overnight for a job, they all have their own private cabins, and there's a kitchen with seating area and TV (no excuses for missing the Great British Bake Off, gents!).

*"We need to be able to separate our leisure time from work time," says Brian, "we work and live together sometimes, so it's really important to have a relaxed atmosphere."*

# How



# can we go?

A little switch makes a big difference – we've all heard this mantra from our energy team before but we're here to tell you that it's true! And we're not just talking about light switches...

Energy consumption for our non-domestic properties – that's our schools, offices, swimming pools, community centres, depots, day centres, residential homes, and even our public toilets – is down by 4 per cent.

That may not seem like much, but it works out as a cost saving of 5.6 per cent, or £175,000, in the last financial year.

These buildings use electricity, gas, oil and biomass – and result in more than 13,000 utility invoices per year.

Embracing biomass has been a big win for us this year, in fact using it at both Speyside and Milnes High has meant we've been able to claim back £108,000 in Renewable Heat Incentive – that's on top of the £175,000 savings!

Energy projects at Forres swimming pool, Keith Grammar School and the four refurbished primary schools have added to our savings along with the street lighting alterations to LED – which has saved over £6,000.

But there's still more we can do, says Energy Technician, Lindsey Jackson.

*"Each year we pay a 'carbon' tax to the government. For 2016-17 this was £206,000 which is a lot of money when we look at the savings which we're striving to make as a council."*

*"We're pushing to maintain this level of energy saving during this financial year, which would make a real difference to the amount we spend on the energy itself, as well as the tax."*



energy@moray.gov.uk



jointhepod.org

## switch



## fortnight

20 Nov – 3 Dec

As part of the Switch Off Fortnight campaign, the energy team is offering workshops to schools during October and November, which are designed to be a practical introduction to renewable energy and energy saving.

Lindsey says: *"During the workshops we'll be encouraging pupils to follow the energy journey from the North Sea – right into their classroom. They'll get to create a mini windfarm in the classroom and generate some wind energy, as well as racing spiders and driving cars using solar energy. We'll also be sharing how they can play their part in saving the planet by switching things off."*

If you're a teacher looking to book this workshop for your class, email: [energy@moray.gov.uk](mailto:energy@moray.gov.uk).





If you were asked if you wanted to go along to a year-long training programme outside of normal working hours, you'd probably want to think long and hard about it before committing.

Not so for 20 of our teaching colleagues, who've embarked on a year-long primary science mentoring programme. They're having great fun at twilight sessions, taking part in hands-on activities – read more on that later – as well as developing their leadership and mentoring skills.

Our Primary Science Development Officer, Janey Irving, is leading the training, supported by Rachel Wolford from Hythehill (who you'll remember earlier this year won an award for her work to promote STEM topics and staff CPD!), Laura McGurk from St Gerardine and Chris Rutherford from Kinloss.

Connect caught up with Laura who, along with Rachel, has been running twilight science sessions for teachers for the last two years and is bringing this experience to the table for the latest science mentor programme.

*"Science is such a huge subject," she says, "when we look at all the Scottish people who've throughout history made fantastic discoveries in science – and there is so much more to find out!"*

One of the most important parts for the mentor training is making science fun, and so far the teachers involved have been pretending to be electrons, batteries and lamps, made a motorised 'Clean Bot', designed an astronaut's spacesuit, and designed and created a musical instrument!



*"That's why the mentor training is so important," Laura continues, "The teachers have so much fun doing the activities that they want to share it with their classes and colleagues – so it continues to expand into other classrooms and schools."*

The good thing with science of course, is that even if an experiment goes wrong, it can be chalked up as a learning experience.

*"As part of a science lesson a few years ago we took three classes down to the local quarry to look at biodiversity and see all the different minibeasts that lived there, in the long grass, stones and pond. After about an hour we had found some spiders and that was it – there was absolutely nothing else there that the children could find!"*

There was also that time when Laura was supervising the melting of ice balls – the whole story includes black food colouring and a brand new carpet... we'll say no more!

Janey is thrilled with the enthusiasm the budding science mentors are showing.

*"They're all so happy to be there, despite these sessions being held 'after hours'," she said, "I know they'll take this passion for science back into their schools and both their colleagues and pupils will benefit."*

# Shelagh is **Our** Winner

One of Moray's school librarians just missed out on the top accolade last month.

The UK School Librarian of the Year Award is the School Library Association's top honour that highlights the best practice of those whose work is deemed outstanding.

Elgin Academy librarian, Shelagh Toonen, was one of only three finalists from across the country, and the only Scottish one. Although she missed out on the top prize, her work with pupils was singled out as exemplary by judges.

*"I was thrilled to be part of the 2017 award and to have my work in Elgin Academy recognised and celebrated," she said.*

*"I whole-heartedly thank all in the school community for their support – my headteacher, David Barnett, my colleagues, our pupils, their parents and Moray Council."*

The multi-award winning author and illustrator, Chris Ridell, President of the SLA, presented the awards at the ceremony held on Monday 09 October in Worcester.

He told the audience he enjoyed the film we made to support the judging, which he felt conveyed the energy and passion found within Elgin Academy's school library. Pupils, colleagues and others took part in the film to show the wide range of activities Shelagh creates within the library. Watch the film here: [www.youtube.com/watch?time\\_continue=3&v=Xi6zenLktBQ](http://www.youtube.com/watch?time_continue=3&v=Xi6zenLktBQ)

He went on to say that every school should have pupils like Jamie and Daniel (featured in the film) and that listening to, supporting and following up on pupils' ideas is a highly commendable 'madness'.

Elgin Academy head teacher, David Barnett, travelled to the ceremony with Shelagh and some pupils. After the ceremony, he said: *"Shelagh is a winner in every way. She didn't win today but is a wonderful librarian with a great accolade."*

*"She's still the best librarian in Scotland. And some!"*





# MS Society

## MARATHON EFFORT FOR MS

Michelle, a homecarer in the Elgin Central team, ran the Baxters Loch Ness Marathon in September and raised a fantastic £777.40 with the help of friends, family, colleagues and clients for the MS Society.

She's pictured here shortly after finishing the 26.2 mile race in a very respectable 4:31:44.



## FOODBANK

Donations for Moray Foodbank are being accepted in Elgin's HQ Annexe. Head down to the breakout/canteen area and you'll find a blue box waiting to be filled with food and toiletries.

Any donations you can make will be gratefully accepted, however there are standard emergency food parcel ideas including tea or coffee, fruit juice, tinned tuna, tinned vegetables and fruit, stock cubes, soup and cereal.





# HR Noticeboard

In last month's *Connect* we spoke about the Bright Ideas! we received from you this year. These have now been considered and the outcome for each agreed. During the first week in November, all of the Bright Ideas! will be published on the interchange, so you can have a look at what was put forward for consideration.

Bright Ideas! is now part of our established employee engagement calendar – so look out for it opening again during the summer of 2018.

In next month's *Connect*.

Your STAR Award winners!

## YOUR VOICE

June this year was memorable for us at Moray Council, not because of the scorching temperatures, but it was of course the month our latest employee survey was launched! We've been busy analysing the results behind the scenes and a number of different reports are now becoming available.

The headlines and corporate report have already been shared on the interchange; next up is our employee booklet, which looks set to be ready by the end of the month. Inside will be a summary of the results across each of the themes. Look out for it on the interchange or, if you prefer, contact HR and we'll sort you out with a paper copy.

Now the results have been published, we've begun to discuss these with elected members and managers. The first discussions took place at the Policy & Resources Committee on 24 October, with further discussions scheduled to take place. We know that every service will be keen to look at their own scores and see how their employees feel. Over the coming weeks and months, planning will begin as to how we can build on our success and make working for the Council even better.

Don't forget.

Holiday buyback applications close on 30 November!





Millions of pounds are lost each year by Moray residents through fraud and scams – and you can help stamp it out.

We're now a 'Friends Against Scams' organisation, which means you can sign up for free online training which will teach you how to support and advise relatives, friends and neighbours about scams.

In the six months to 31 May 2017, our Trading Standards team received 22 complaints about suspected scam and rogue traders. Figures suggest that only five per cent of victims report these crimes, which indicates almost 900 scam and rogue trade incidents occur each year in Moray.

Peter Adamson is our Trading Standards Manager, and he's urging us all to complete the training.

*"Lots of us know people in Moray who've been affected by scams – family, friends, or friends of friends. Giving up just half an hour of your time will mean you're better placed to protect yourself, and to support those who have been victims of scams or rogue traders – and prevent others from becoming victims."*

Access your free training online: [www.friendsagainstscams.org.uk/article.php?xArt=37](http://www.friendsagainstscams.org.uk/article.php?xArt=37)

## Ready for Winter



Last month in *Connect* we told you about all the work that goes into prepping for winter maintenance of our roads. And on 30 October our gritters made their first public appearance this season.

Take the time now to bookmark [www.moray.gov.uk/winter](http://www.moray.gov.uk/winter) on your smartphone, tablet, or computer.

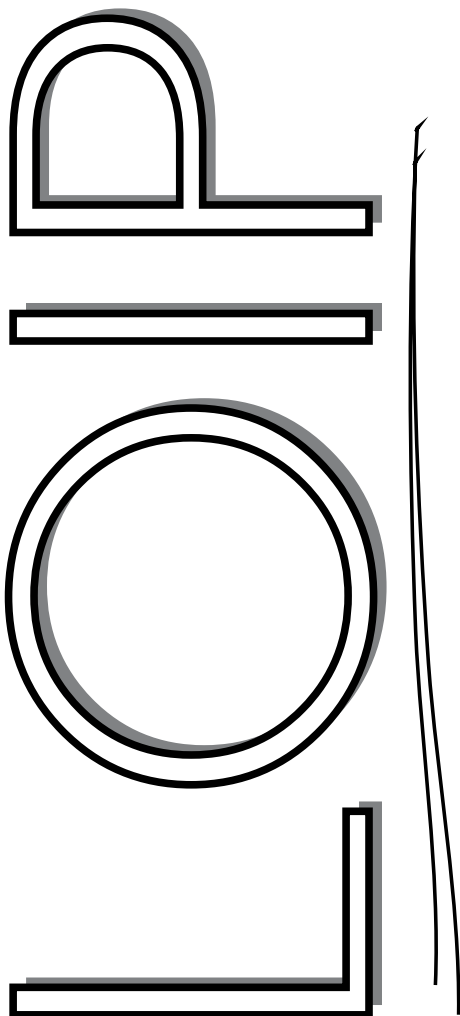
There you'll find:

- 🗨 a map of grit bins across Moray
- 🗨 an interactive map of where we're gritting (updated daily around noon)
- 🗨 driving safely tips
- 🗨 our winter service operational plan

Use the info on the website to plan ahead for your journeys to work this winter.

[www.moray.gov.uk/winter](http://www.moray.gov.uk/winter)





Local Outcomes Improvement Plan

## Coming soon... a plan for partnership working over the next 10 years

Through working for the council, you may have heard the phrase 'LOIP' crop up – what's being referred to is the Local Outcomes Improvement Plan. In a nutshell, it's our revised 10 year plan which sets out the issues which the Community Planning Partnership (CPP) will tackle in that time.

## So which issues will we see tackled between now and 2027?

- ☞ Growing, diverse and sustainable economy
- ☞ Connections and access (including social isolation)
- ☞ Building a future for our young people
- ☞ Changing our relationship with alcohol

## Why are these issues the most important for Moray?

We took our evidence on the road to find out ...

Between November and May a wide range of Moray-wide and local issues were presented to the CPP, Elected Members, Corporate Management Team and Senior Management Team (CMT/SMT) and the Integration Joint Board for consideration. Headline issues included .....

- ☞ Moray has above average percentages of older people, particularly in the more rural and coastal areas.
- ☞ There's a low wage economy and reliance on a small number of industries.
- ☞ Variation in outcomes for young people in relation to attainment and post-school destination.
- ☞ Moray has the sixth highest gender pay gap in Scotland.

In addition, the influence of the MoD on population dynamics and reliance upon it for jobs was discussed, as was the challenge of Moray's geography – in particular access issues given how rural we are.

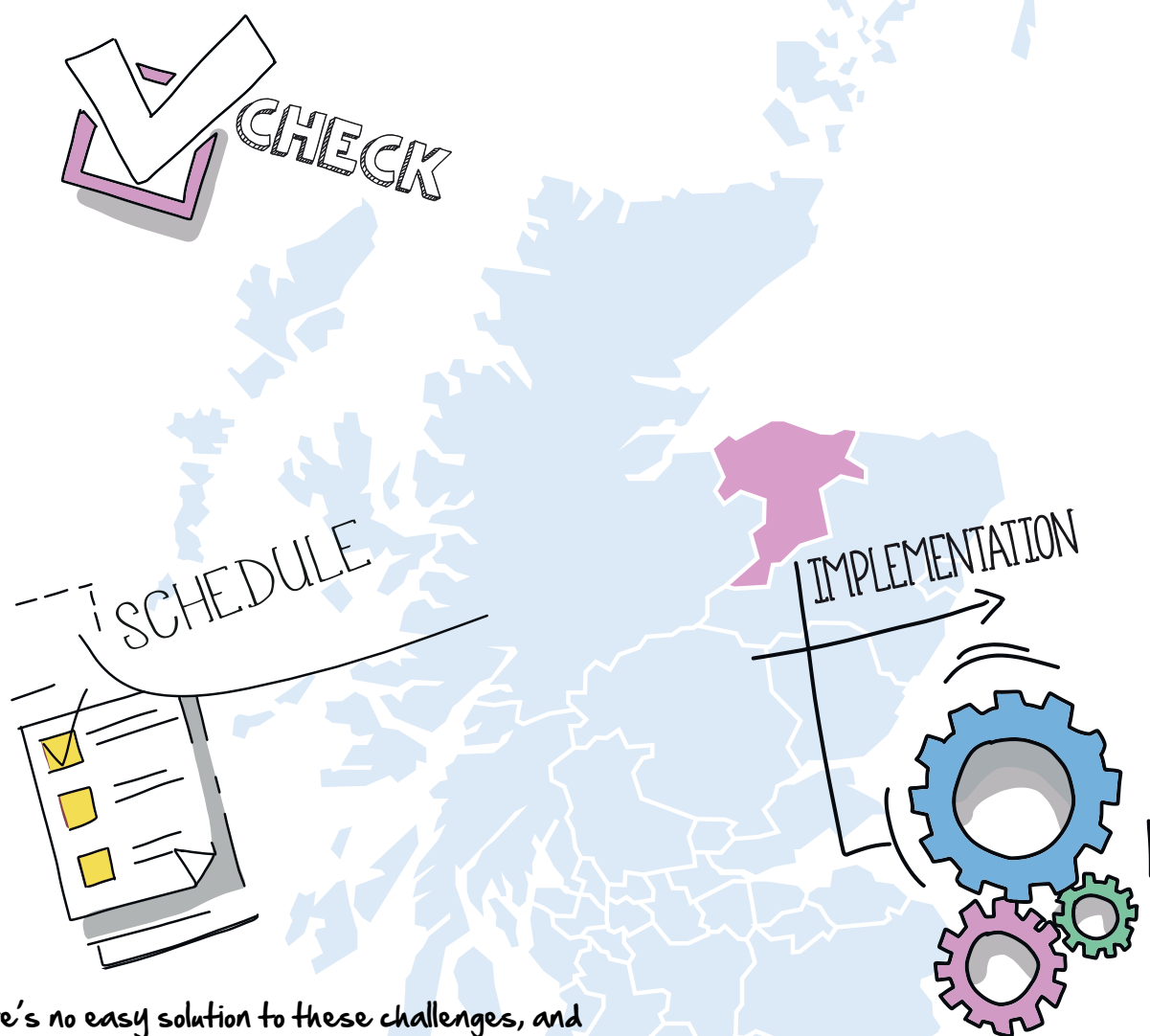
Interestingly not only did the evidence highlight differences between Moray and the national picture, it also showed significant differences across Moray and within our associated school groups (ASGs).

Further discussion of these issues – particularly at an ASG level – and their impact on our local residents took place at a development day earlier this year. Almost 100 stakeholders attended this event and we gained some invaluable input and feedback at both strategic and practitioner level.

More recently, these key issues were the focus of the employee conferences in Keith, Buckie and Elgin. The 'Moray Maze' game used statistics to paint a picture of fictional characters affected by some of our key issues and gave participants the chance to discuss not only the hypothetical impact of these issues – but also to provide an insight into their experience of working to support members of the public who may be facing particular issues.

The feedback from each of these events has allowed the CPP to pin down the four main themes for the next ten years.





*There's no easy solution to these challenges, and we know for sure that not one size fits all.*

We know that lots of great work is already taking place and we need to recognise this in the LOIP. For example, some of our high-level strategies already include actions to improve outcomes for Moray's residents, such as the Moray Growth Deal and Integrated Children's Services Plan. The next step in the process is to identify any gaps – which of our issues are not yet being addressed. This will form the basis of the CPP's activity over the next ten years at a Moray-wide level.

#### Local focus

Our information clearly shows that the experiences of people living in different parts of Moray can vary quite significantly. This means that, as well as a Moray-wide focus, the CPP plans to target its resources specifically at those areas that do not fare so well.

In Moray we have seven such 'vulnerable communities'. The CPP will work with a few communities over the coming years to improve things like health, income and educational attainment. These 'locality plans' will be developed with local residents to ensure that the pressing issues they face are addressed in a way that will have the greatest positive impact for them individually as well as for their community.

Our evidence base is available for general use and can be found on the Your Moray website.





# Employee Conference 2017

## Transforming Together

Last month we gave you a taster of what had gone on at the employee conferences during September and October; so here's a full round up of the events held in Keith, Forres and Elgin.

The focus of the conference was to encourage attendees to think about how we Transform Together to change the future delivery of services across Moray.

In his keynote speech, Chief Executive Roddy Burns thanked everyone for their hard work and efforts over the year, and added that there are still tough times ahead for all of us in local government and we need to have the ability to adapt to face these challenges.

Roddy also highlighted that we have a lot to be proud of and although difficult times lay ahead, he has every confidence in our employees' ability to adapt and transform to come through stronger and more focussed.

Delegates also heard from Bridget Mustard (Corporate Policy Unit Manager) and Amanda Walker (Project Officer) who gave an overview of 'Your Moray', presenting a breakdown of local needs, circumstances, aspirations and inequalities. The information was broken down by topics including health, employment, transport and education - detailing where things are good and where improvements could be made within each locality.

A bespoke game then took centre stage as attendees played 'Moray Maze – a walk in your shoes'. By playing this, they were able to explore and discuss our corporate and service responsibilities from our customers' perspective, considering what barriers and difficulties there might be when accessing services and how we can begin to address these.

Three fictional customers helped delegates focus their discussion:

**Bob:** an elderly gentleman with health, care and housing needs, **Mary:** a single Mum of three who has money worries and a partner with alcohol addiction, and **Zac:** a teenager with an ambition to become an engineer, however he has caring responsibilities for his Mum and younger sister and struggles to balance the life he wants as a teenager and student, and his responsibilities at home.

The groups discussed empowering customers to make decisions about their health and future prospects, and improving our signposting to useful services.

Bringing the morning to its conclusion, three of our colleagues made short films to share experiences. Dion McLennan, (Mailroom Assistant) talked about what's it's like working here as one of younger members of staff; Kenna Warren (Consultancy Technician) shared her experience working with school children on the flooding scheme and encouraging future engineers; and last year's STAR Awards Winner Amanda Tiddy (Secondary Teacher) told of the work she did within the Duke of Edinburgh scheme.

Council Convener, James Allan and Leader, George Alexander, opened and closed the conferences between them, commenting that the events had sped by and they had enjoyed hearing everyone's thoughts and taking part in the discussions that had taken place.

Thanks to all those who attended and took part in the event. Feedback from the conferences will be published on the interchange as soon as it's ready.



# HANDS UP FOR VOLUNTEERING



An army of volunteers support the work of Health & Social Care Moray out in the community – and many of them are our own members of staff.

Margaret Cowie (pictured second from right), our Volunteer Development Officer, and Edweena Hayes (far right), our Volunteer Support Officer, by example and are hoping to encourage more colleagues to join their ranks.

There are many volunteering opportunities available in locations all over Moray – from being a community alarm responder to visiting people in their own homes and supporting them connect with social activities in their community.

Edweena says making time for volunteering can be tricky, but always worthwhile.

*"I enjoy being as social buddy and going to see my ladies every week. Some days after work I might think that I would rather just head home but I always feel happier after the visits and have an increased sense of wellbeing."*

Margaret added: *"I'm an alarm responder for people in my local area who don't have neighbours, family or friends close by. I know it is appreciated by those who receive the service that we can be there at very short notice to reassure them until expert help arrives if needed."*

Visit the volunteering page on the council website for details of local opportunities or contact Margaret or Edweena at: [volunteering.CC@moray.gov.uk](mailto:volunteering.CC@moray.gov.uk) or 01343 563515.

# WORKING ON A PROJECT?

Are you working on, or due to start a project? Have you ever wondered how others approach project management? If so our Project Management Office (PMO) bitesize discussion sessions could be just what you need.

These 45-minute sessions are informal and are a great way to network with other project managers and peers. Each session centres on a 15-minute presentation on an aspect of project management followed by Q&A and discussion. If you would like to attend any of these sessions then please book a place using CLIVE.

The upcoming sessions for November are:

**Objective Setting**  
15 November @ 10am in Annexe Meeting Room 3

Objectives are predetermined results towards which all effort is directed. The process of setting objectives early on is the key to project success.

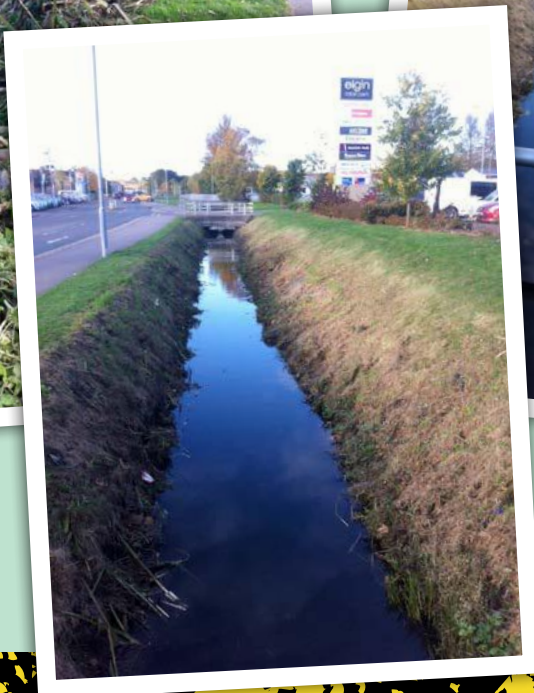
**Stakeholder Management**  
29 November @ 10am in Annexe Meeting Room 3

The systematic identification, analysis, planning and implementation of actions designed to engage with stakeholders.

If you want to talk to someone before booking then do call [david.moreton@moray.gov.uk](mailto:david.moreton@moray.gov.uk) (Ext 3605) or [david.morris@moray.gov.uk](mailto:david.morris@moray.gov.uk) (Ext 3801), speak to Mark (Ext 3810) or Shona (Ext 3691) in the PM office.

**Hope to see you there!**





## WE'RE CLEANING UP

Here are the guys from lands and parks getting their hands (and everything else) dirty as they clean out the Tyock Burn before winter hits.

Clearing out the debris will help the water flow and prevent flooding. What a difference it's made!

## //// NEW DATA PROTECTION RULES INCOMING ////

It's been almost 20 years since the Data Protection Act was introduced, and next May it will be no more as the new General Data Protection Regulation (GDPR) comes into force.

It's been dubbed 'the biggest change to data protection law for a generation', and is designed to provide greater transparency, enhanced rights for citizens and increased accountability.

As well as complying with the GDPR, we'll also have to show *how* we're complying with it. This means for all the personal information we're collecting from our service users we'll have to consider how it was collected, how and who is processing it and the 'lawful basis' for processing it – the 'why'.

GDPR will also expand the rights of individuals, including the right to be forgotten and to restrict processing of information. Under this legislation, if we get things wrong, we're potentially liable for fines much larger than under the previous data protection law.

We've got staff in the process of managing the changeover from the Data Protection Act to the GDPR, and if you've got any questions about the new legislation, you can get in touch with our Acting Records and Heritage Manager, James Nock.

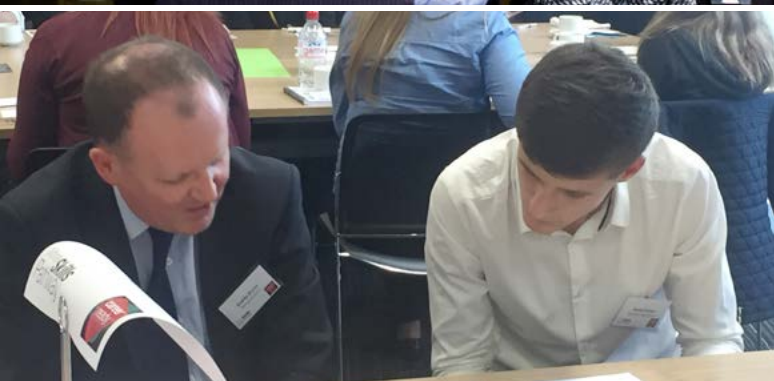
# 2018



# CAREER READY



L-R: Jim, Tracey, Janey and Stephen



Seven colleagues have signed up to help secondary school pupils in Moray become 'career ready'.

Dozens of students have joined the latest Career Ready programme, but our colleagues will work closely with seven of them over the next two years.

Signed up as mentors are Roddy Burns (Chief Executive), Jim Grant (Head of Development Services), Stephen Cooper (Head of Direct Services), Tracey McKie (Business Manager), Janey Irving (Education Support Officer), Jane Mackie (Head of Community Care) and Andy Donegan (ICT Project Leader).

As a mentor, they'll be offering advice on how to prepare for the world of work, culminating in a paid internship with us towards the end of the programme.

Tracey, who's based at Building Services in Mosstodloch, has met her mentee, Jessica Scott from Elgin High School.

*"I decided to become a mentor so that I could help young people in their journey from education into work and promote Moray Council as a good career option to young*

*people," she told Connect, "I'll be working closely with Jessica to develop her confidence, resilience and guide her successfully into her chosen career path."*

Learning Technologist Glen Dunn was a mentor for 16 year-old Chloe during the last Career Ready programme. He told *Connect*, *"I would meet every four to six weeks with Chloe prior to the internship and offer support, guidance and a listening ear. The meetings would be focused towards academia, but were also an opportunity to build rapport and better understand Chloe and her needs and aspirations."*

And his commitment paid off when Chloe, who is from Elgin Academy and wants to study forensics, said after her internship: *"This experience has solidified what I want for my career. Before I arrived I thought the council was just community centres and schools, now I know how all the services work with each other."*

If you're interested in becoming a Career Ready mentor, get in touch with Claire Wall, who'll be happy to help.





# wear it pink



There was a sea of pink in Elgin HQ for Wear It Pink day. Dozens of staff raced to the breakout area to buy some bakes, take part in a raffle and most importantly, raise money for Breast Cancer Now. An amazing £1,028.40 was raised – thanks to all who took part!

*Connect* went along to take some snaps.

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Top L-R:  
Caroline, Moira  
and Joanne get  
into the spirit  
of the day.

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Mid L-R: Big  
hearted Rachel  
and Louise.

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Bottom:  
Shonagh makes  
her donation to  
Breast Cancer  
Now.



Deborah Gault, who delivers Bikeability Scotland cycle training at East End Primary School in Elgin, was named Volunteer of the Year at Cycling Scotland's Bikeability Awards.

Deborah – or Debs to her colleagues – has delivered extra-curricular Bikeability sessions at East End for the past five years, and over 80 pupils have come through the programme.

Bikeability Scotland is a cycle training scheme designed to give children the skills and confidence they need both to cycle safely on the roads, and to encourage them to carry on cycling into adulthood.

Active Schools coordinator, Roy McPherson, praised Debs' commitment.

*"Debs' relaxed manner and positive approach to coaching has helped lots of kids develop their essential cycling and road safety skills at East End," he said.*

*"She recently led East End Primary 7s on a 12-mile cycling round trip to Lossiemouth as part of a transition event involving four other schools, and adds a unique twist to the Bikeability sessions by including a skills circuit involving a host of different activities.*

*"She regularly goes over and above the call of duty and has been at the forefront of developing a strong cycling culture at East End."*

Debs received her award at Glasgow's City Chambers on 30 October.



Congratulations to Cara Rollo for making it to that all important milestone. She celebrated with a weekend in Aberdeen, wisely taking the following Monday off work!

# Christmas Party

Ticket sales are going well but there's still time for those folks who haven't realised that party season is just round the corner to join in the fun!

The big Council Christmas Party will be on 24 November and is open to all Council staff (and partners).

All the essentials are in place for a great night – venue, band, food, drinks and people from across all departments, so why not come along and join in the dancing and merry making?

At just £15 a ticket including a welcome drink, stovies and entertainment, it will be worth it – just email [christmasparty@moray.gov.uk](mailto:christmasparty@moray.gov.uk) to reserve your ticket and receive payment details.

Remember to include:

- \* your name
- \* department
- \* location
- \* number of tickets required and the names of all staff (for inclusion in the raffle)

We know it seems early but there will only be four weekends until Christmas after the party, so this is your chance to dust off the sparkles and glad rags and start the festive season in style!

Email us your party pics: [connectnews@moray.gov.uk](mailto:connectnews@moray.gov.uk) and we'll pick a selection to showcase in December's Connect...

## Dress Code:

Make an effort – you know you want to! No jeans and trainers.

